

COVID-19 vaccine: Become a COVID-19 Vaccination Clinical Supervisor

Why is the Vaccination Clinical Supervisor role important?

We're delivering the largest vaccine and immunisation programme in the history of Aotearoa New Zealand. We're expanding the vaccination team to safely and effectively deliver the COVID-19 vaccine and help New Zealand reach community immunity.

As a Vaccination Clinical Supervisor you would be a clinical leader who supports and directs COVID-19 Vaccinators. This is a meaningful leadership and development opportunity for qualified, experienced health professionals.

What is a COVID-19 Vaccinator and what are their responsibilities?

A COVID-19 Vaccinator will administer the COVID-19 vaccine to pre-assessed and pre-consented health consumers and can participate in post-vaccine observation, under the supervision and direction of a qualified, experienced health professional.

COVID-19 Vaccinators will receive comprehensive training both online and in face-to-face practical sessions. They will complete an onsite assessment to meet competency to administer the COVID-19 vaccine. Their training includes:

- Online COVID-19 vaccine training module, followed by a graded theory assessment
- Face-to-face practical training session with IMAC trainers
- Observation and competency assessment in the workplace under the guidance of a supervisor
- Site-specific orientation and induction
- CIR use and documentation
- CPR and anaphylaxis training.

Who can become a Vaccination Clinical Supervisor?

It's important that experienced, registered health professionals provide supervision and direction to COVID-19 Vaccinators to help ensure their competent practice.

Vaccination Clinical Supervisors will:

- Be a fully authorised vaccinator, ideally with two years' recent experience in a healthcare setting; or
- Be a registered healthcare professional who is authorised to vaccinate and has recent experience that is relevant to the vaccination programme, for example immunisation and vaccination healthcare or emergency care.
- Vaccination Clinical Supervisors will also have completed both the IMAC online COVID-19 Vaccinator and COVID-19 Immunisation Register (CIR) training modules.

A day in the life of a Vaccination Clinical Supervisor

As a Vaccination Clinical Supervisor, you'll need to understand the role and responsibilities of a COVID-19 Vaccinator. You would also:

Provide professional and clinical direction and guidance for a team of up to six COVID-19 Vaccinators to safely and effectively administer the COVID-19 vaccine.

- Provide professional and clinical advice and guidance to facilitate best care for the health consumer.
- Provide culturally appropriate leadership and support and uphold the principles of Te Tiriti o Waitangi

- Be immediately available to support the COVID-19 Vaccinator in the event of an adverse reaction
- Escalate concerns beyond your knowledge and scope to appropriate clinical or operational leads
- Provide support for the onsite training and competency assessment of the newly trained COVID-19 Vaccinators.

Employer Accountability

Employers are ultimately accountable for service delivery, quality and safety.

This includes:

- Having an appropriately trained and resourced workforce that reflects the community
- Ensuring the vaccine is prepared and administered by appropriately trained and certified staff, and
- Having processes in place to identify, respond to and learn from adverse events.

Employers must ensure the daily staff profile by experience, skill and qualification matches expected consumer needs and the constraints of the site arrangements.

Employers are expected to ensure that all COVID-19 Vaccinators and Vaccination Clinical Supervisors have indemnity insurance and may choose to provide this cover to their employees.

Employee Responsibility

Vaccination Clinical Supervisors

Supervision includes direction and guidance in the handling and administration of the COVID-19 vaccination, and post-administration observation. It's a formal process of professional and clinical support which supports a COVID-19 Vaccinator to ensure their competent practice.

Supervisors must be immediately available for reasonable access, i.e. must always be available on the premises.

You would have responsibility to adhere to the terms of your employment contract and to all systems, policies, processes and frameworks set out by your employer. This includes effective oversight of employees you supervise.

COVID-19 Vaccinators

COVID-19 Vaccinators have a responsibility to work within the limits of their competence while performing the tasks under Regulations 44(AB), and to follow the direction of their Vaccination Clinical Supervisor.

They have responsibility to adhere to the terms of their employment contract and to all systems, policies, processes and frameworks set out by their employer.

Consumer protection

If a personal injury is caused to a health consumer as a result of COVID-19 vaccination administered by a COVID-19 Vaccinator who is acting at the direction of a registered health professional as required, the consumer will be covered by ACC treatment injury provisions.

Keen to get involved?

If you're interested in putting your hand up to take on this important leadership opportunity talk to your employer.

Remuneration will be in line with rates applicable to similar roles within Multiple Employer Collective Agreements (MECAs) or Individual Employment Agreements (IEAs) agreements.

IMAC will run informational webinars for people who are interested in supervising COVID-19 Vaccinators. These webinars will be advertised through employers.